

2009 DOE Integrated Safety Management Summit



The B&W Y-12 Joint Apprentice Program

John R Whalen Sr.
Chairman, Atomic Trades and Labor Council
B&W Y-12 Joint Apprentice Training Committee

August 26, 2009

BIO: John R Whalen Sr.

- *Chairman, Atomic Trades and Labor Council/B&W Y-12 Joint Apprentice Training Committee*
- *Air Conditioning and Refrigeration Mechanic at Y-12 last 31 years*
- *Air Conditioning and Refrigeration Instructor for current and previous Apprentice Programs*
- *Training Coordinator for Oak Ridge Local 718 (HVAC Technicians, Pipefitters, and Welders serving Y-12 and ORNL)*
- *Certified Instructor at both B&W Y-12 and the UA. (United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada)*
- *Teaching Background*
 - *Air Conditioning and Refrigeration*
 - *Environmental Compliance with EPA Regulations*
 - *Refrigerant Management*
 - *Refrigerant Safety*
 - *Energy Management*
 - *Green Technologies*

Y-12 Apprentice Program

- Met with local Unions representing the proposed Apprentices and fashioned an agreement for each Union to supply the necessary classroom training according to Union Requirements.
 - Apprentices attend class at the Union Halls on their own time.
- Published proposed program in various news formats including The Oak Ridger, The Knoxville News Sentinel, local websites.
- Registered 2610 participants to take the pre-test.

Y-12 Apprentice Program

- Administered the test to 2209 attendees
- Narrowed the selection process to just over 1000 candidates and have so far interviewed 50% of the potential candidates.
- Selected 50 candidates using Targeted Selection Process.
- Program started in earnest in October 2008.

Y-12 Apprenticeship Program

Participating Crafts

Boilermakers – 2

Electricians – 24

HVACR Service Technicians - 4

Insulators – 2

Iron Workers – 2

Painters – 4

Pipefitters – 5

Welders – 2

Carpenters – 3

Total: 48

Y-12 Apprenticeship Program

Structure of the Joint Apprentices Training Committee

- Membership is composed of an equal number of management representatives appointed by local management and local union representatives appointed by the Local Union president.
- **Committee:** John Whalen, Keith Wilson, Eric Nolan, Beth Green, Tony Johnson & DD Brown

Y-12 Apprentice Program

Qualifications for Apprenticeship

- **Age**: 18 years of age
- **Education**: A high school diploma or GED equivalency
- **Physical**: Applicants must be physically capable of performing the essential functions of the apprenticeship program, with or without a reasonable accommodation, and without posing a direct threat to the health and safety of the individual or others. Applicants were given a physical and screened for the current illegal use of drugs on acceptance into the program and prior to being employed.

Y-12 Apprentice Program

Qualifications for Apprenticeship

- **Aptitude Test:**
 - All applicants must pass the selected aptitude test given by the company.
- **Legal Residence:**
 - All applicants must be able to prove they are citizens of the United States.
- **Obtain DOE Clearance & HRP**
 - All applicants must be able to obtain the required DOE Q Clearance and HRP Status

Y-12 Apprentice Program

Ratio of Apprentices to Journeyworkers

- Consistent with proper supervision, training, safety and continuity of employment throughout the apprenticeship, the ratio of apprentices to journeyworkers is established in the applicable Collective Bargaining Agreement (CBA).
 - Appendix A of the Apprentice Standards includes the appropriate ratio for each occupation.
- The term of the occupation, on-the-job learning (OJL), and related instruction is defined in Appendix A.
 - Appendix A includes the terms of apprenticeship for each occupation (Boilermakers, Electricians, HVACR Service Technicians, Insulation Workers, Iron Workers, Painters, Pipefitters and Welders).

Y-12 Apprentice Program

Term of Apprenticeship

- Each apprentice will be provided with an appropriate record keeping form and will be responsible for ensuring completion and approval.
- On-the-job learning will be recorded weekly by the apprentice.
- The record will be approved by a journeyworker and supervisor.
- Records will be submitted to the JATC for proper accounting and credit for hours successfully performed as OJL.
- Timely records and reports are significant for the determination of progression of wages.

Y-12 Apprentice Program

Probationary Period

- Each apprentice will serve a probationary period of 2,000 hours of OJL.
- During the probationary period either the apprentice or the JATC may terminate the Apprenticeship Agreement, without stated cause, by notifying the other party in writing.

Y-12 Apprentice Program

Hours of Work

- Apprentices will work the same hours as journeymen. No apprentice will be allowed to work overtime if it interferes with attendance in related instruction classes.
- Apprentices who do not complete the required hours of OJL during a given segment will have the term of that segment extended until the required number of hours of training are accrued.

Y-12 Apprenticeship Program

Related Instruction

- During each segment of training each apprentice is required to participate in coursework related to the job as outlined in Appendix A.
- In cases of failure of an apprentice to fulfill the obligations regarding related instruction (or OJL) without due cause, the JATC will take appropriate disciplinary action and may terminate the Apprenticeship Agreement after due notice to the apprentice and opportunity for corrective action.
- To the extent possible, related instruction will be closely correlated with the practical experience and training received on the job. The JATC will monitor and document the apprentice's progress in related instruction classes.

Y-12 Apprentice Program

Safety and Health Training

- Apprentices will be taught that accident prevention is very largely a matter of education, vigilance, and cooperation and that they should strive at all times to conduct themselves in their work to ensure their own safety and that of their fellow workers.
- Apprentices are reminded that they have “Stop Work Authority” and should never perform any task when they feel they are undertrained or uncertain about safety.

Y-12 Apprentice Program

Supervision of Apprentices

- B&W Y-12, the employer, will be responsible for the training of the apprentice on the job.
- Apprentices will be under the general supervision of the employer's management and under the direct supervision of the journeyworker to whom they are assigned.
- The supervisor of apprentice(s) designated by the Company will, with the advice and assistance of the JATC, be responsible for the apprentice's work assignments ensuring the apprentice are working under the supervision of a skilled journeyworker, evaluation of work performance, and completion and submittal of progress reports to the JATC.

Y-12 Apprentice Program

Records and Examinations

- Each apprentice is responsible for maintaining a record of his/her work experience/training on the job and in related instruction and for having this record verified by his/her supervisor each week.

Y-12 Apprenticeship Program

Responsibilities of the Apprentice

- Perform diligently and faithfully the work of the occupation and other pertinent duties assigned by the JATC and the employer in accordance with the provisions of these Standards.
- Respect the property of the employer and abide by the working rules and regulations of the employer, union and the JATC.
- Attend and satisfactorily complete the required hours in the OJL and in related instruction in subjects related to the occupation as provided under these Standards. Maintain and make available such records of work experience and training received on the job and in related instruction as may be required by the JATC.
- Develop and practice safe working habits and work in such a manner as to assure his/her personal safety and that of other workers.

Y-12 Apprentice Program

QUESTIONS?